Contemporary EO Events/Disturbances

- **Civilian:** Anita Hill/ Clarence Thomas, Rodney King, O.J. Simpson Trial Verdict, and Jaspar, Texas, Timothy Thomas
- **Military:** Tailhook, Desert Shield/Storm – Women in Combat, Fort Bragg, NC, Aberdeen

Department of Defense Policy

IAW DoD 1350.2: Promote an environment free from personal, social, or institutional barriers that prevent service members form rising to the highest level of responsibility possible. Members shall be evaluated only by individual merit, fitness, and capability.

Air Force Policy (military)

IAW AFPD 36-27: the Air Force will conduce its affairs free from unlawful discrimination and sexual harassment. It provides equal opportunity and treatment for all members irrespective of color, national origin, race, religion, or sex, except as prescribed by statute or policy.

Air Force Policy (civilian)

IAW AFR 40-713: the Air Force recognizes and supports the principles of the Equal Employment Program. Air Force managers and supervisors are responsible for effecting these principles through personnel management decisions and for making EEO considerations an integral part of the management process.

Unlawful Discrimination & Sexual Harassment

Unlawful Discrimination (military)

Definition - A disparagement in treatment of people based on their color, national origin, race, religion, or sex, and such distinctions are not authorized by law or regulation, IAW AFI 36-2706

Unlawful Discrimination (civilian)

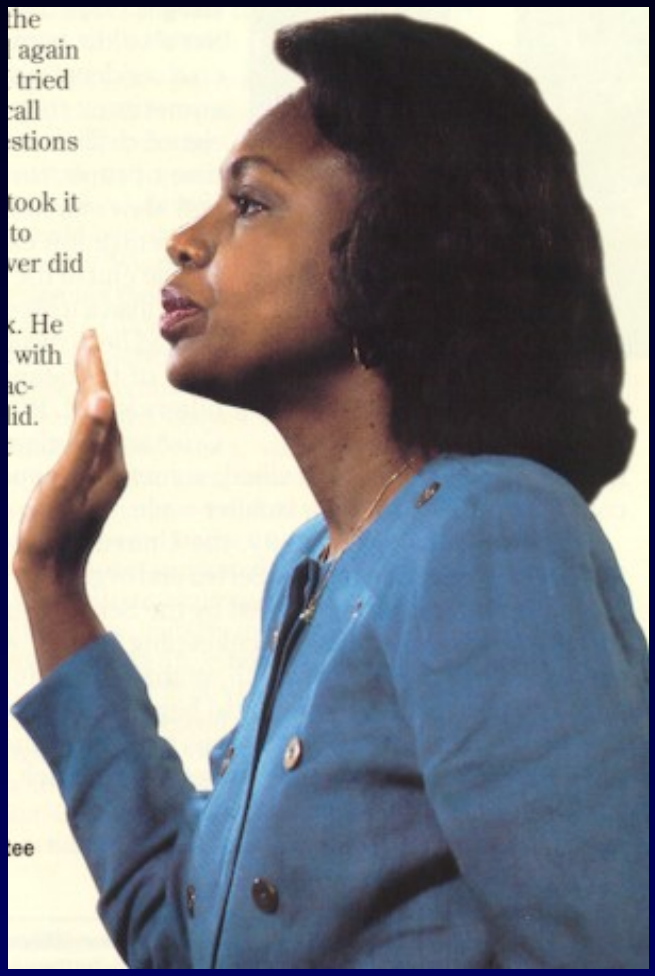
Definition - An unlawful employment practice that occurs when an employer fails or refuse to hire, discharge, or otherwise discriminates against any individual with respect to compensation, terms, conditions, or privileges of employment because of race, color, religion, sex, national origin, age, reprisal, physical, or mental disability...IAW AFI 36-1201

Sexism - Discrimination based on sex

SEXUAL HARASSMENT

Sexual Harassment

A form of sex discrimination that involves **unwelcome** sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature **WHEN:**



Sexual Harassment

- Submission to such conduct is made either explicitly or implicitly a term or condition of a person’s job pay or career (quid pro quo); or
- Submission to or rejection of such conduct by a person is used as a basis for a career or employment decisions affecting that person; or (quid pro quo)
- Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creates an intimidating, hostile, or offensive work environment

Sexual Harassment

Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a military member or civilian employee, or

Sexual Harassment

Any military member or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is also engaging in sexual harassment

Examples of Sexual Harassment

- Verbal abuse in the form of sexually degrading language
- Physical abuse in the form of unwelcome touching
- Threats of adverse personnel actions for refusal to cooperate
- Promises of rewards or benefits for cooperating

CONSEQUENCES